Abstract
The explosion of knowledge necessitates an ability to learn throughout life. Moreover, the current age of digitized information, e-resources and networks has created a new dimension for Library and Information Science professional to update their knowledge, increase proficiencies and capabilities according to emerging information and communication technologies. The Library and Information Science (LIS) professionals are in a dire need to acquire the relevant skills and expertise to track the world of information and become competent enough to provide best services to the users. The growth of information resources and access technologies has created new roles for LIS professionals in dealing with the heterogeneous needs of information consumers and in filtering out irrelevancies.

Introduction
Training is a process of assisting a person in enhancing his efficiency, and effectiveness at work by improving and up-grading his knowledge, developing skills relevant to his work, and cultivating appropriate attitudes and behavior towards work. Training could be organized either to improve the existing capabilities or for preparing a person for still higher responsibilities which may call for new knowledge and skills.

Need of Training
In the discipline of Library and Information Science, 120 universities are offering Bachelor degrees, 78 are offering Master degree, 21 are offering two year integrated course, 16 universities are offering M Phil degree and 63 are offering PhD degree. The weakness of the most of the universities is that the curriculum is not updated frequently according to the new emerging information technologies. Advances in computing and information resources have shifted health library professional’s roles toward influencing information resource content away from managing containers of information. The growth of information resources and access technologies has created new roles for health librarians in dealing with the heterogeneous needs of information consumers and in filtering out irrelevancies.

The library and information science is witnessing a vast change, upheaval and revolution today, with the changing environment caused by automation, digitization, communication technologies, network, globalization, etc. Due to tremendous innovations and developments in information technology, the world today has shrunk in to a global village and fast bridging the gap between countries, people, technologies and information. In the age of e-environment, the library and information science professionals also realize the need to develop and provide up-to-date information services to meet the requirements of the users.

Aims and Objectives
Training helps the trainees in acquiring knowledge of the subject matter, bridging the gap between past and present, enhancing the capability of the trainees, developing knowledge according to the new environment and bring out a change of attitude and behavior to fulfill the needs of users. An understanding of the refinements is desirable for developing a training program model that incorporates the fundamental changes ushered in by the information technology. The main objective of the training is to enhance competencies, upgrade the skills and improve the ability and efficiency of LIS professionals in use of modern information technology and its application in their respective libraries. Other objectives are:

- To emphasise upon the fundamentals of Library Administration and Management and other techniques like balanced score and information services.
- To describe the tools and techniques for bringing out the documentation services.
- To acquaint the participants about new and emerging information technologies.
To describe the methods and techniques to assess precise requirement of the users and having complete access to the web and e-resources.

To explain the application and use of Intranet, Internet, networking and online databases available in a particular sector.

To describe electronic publishing, bar code system, RFID system and application of multimedia in libraries.

To provide live demo of library application software and Open Source Software.

To discuss the issues related to library Networking, Consortia and Copyright.

To digitization and preservation printed and non-printed material.

Training Providers (Select Organizations in India)

In the area of Library and Information Science, out of 369 universities, 120 universities are offering Bachelor of Library and Information Science (BLIS) degree, 78 are offering Bachelor of Library and Information Science (BLIS) and Master of Library and Information Science (MLIS) degrees, 21 are offering two year integrated course, 16 universities are offering Master of Philosophy (M Phil) degree and 63 are offering Doctorate of Philosophy (PhD) degree. In addition to these universities, National Institute of Science Communication and Information Resources (NISCAIR), a laboratory of CSIR, New Delhi and Documentation Research and Training Centre (DRTC) Bangalore are also offering two-year associate course in Library and Information Science, which is recognized as equivalent to Master Degree in Library Science (MLIS). In India, about 22 universities are offering LIS education through distance learning mode. Out of 22, 17 distance education institutions are providing Bachelor of Library and Information Science degree, eight are providing Master Degree in Library Science degree, three Diploma Courses and six are providing certificate level courses in Library and Information Science discipline. Four universities in India were offering M.Phil degree courses through distance learning mode till 2008. The year 2007 was the last registration year for M.Phil degree through distance learning programme.

Beside the above mentioned universities and colleges, other education and research Institutions are also involved to provide formal and informal education and training to promote Library and information Science professionals. Few selected organizations are mentioned below those are promoting and enhancing LIS professionals in India through various training programs:

Tata Energy Research Institute (TERI), New Delhi
TERI is an independent, not-for-profit research organization focusing on energy, environment, and sustainable development. For LIS professionals, it has organized International Conferences on Digital Libraries in 2004, 2006 and 2008. The duration of these conferences was three days each. The major objective of the conference is to enhance the understanding and sharing views amongst LIS professionals about the various aspects related to Digital Library. Besides the International Conferences, TERI has also organized three day National Workshop on Building Digital Archive using Advanced Features of Green Stone Digital Library (GSDL) to train and Capacity Building of LIS Professionals in developing and setting up Digital Libraries using Open Source Software.

Indian Institute of Technology (IITs)

There are 7 IITs in India. IITs are very prestigious technical institute awarding B.Tech and M.Tech degrees. Their involvement in promoting and improving knowledge and skills of LIS professionals through short term courses is appreciable and in this series IIT, Kharagpur had conducted a three day National Workshop on Information Management in Digital Libraries and IIT Madras a National Workshop on LIS Teachers and the Digital Future. The main objective of the workshops is to Strengthened academic collaboration and strategic alliance in the digital library development initiative in India.

All India Institute of Medical Sciences (AIIMS), New Delhi

AIIMS is an apex Institution in the area of medical education. It is an autonomous organization under the Ministry of Health and Family Welfare, Government of India. AIIMS is a deemed to be university and provides MBBS, MD, DM, Ph.D, M.S., MHA, B.Sc. and M.Sc., degrees in various branches of Medical Sciences. More than 50 workshops, Symposia, Seminars and Training courses organized yearly. In the field of Library and Information Science, it has organized many training courses on application of Modern Information Technologies in Libraries to improve the knowledge and build the capacity of LIS Professionals in application of Modern Information Technologies in Libraries. Tt has since been discontinued.

National Informatics Centre (NIC), New Delhi

National Informatics Centre (NIC) of the Department of Information Technology is providing network backbone and e-Governance support to Central Government, State Governments, UT Administrations, Districts and other Government bodies. NIC conducts various Training courses for LIS professionals (beginners and experts) to orient and enhance their knowledge about the various Biomedical Information Retrieval Programmes and also organized workshop on E-publishing and digitization.

National Institute of Health and Family Welfare (NIHFW), New Delhi

NIHFW acts as an ‘apex technical Institute’ as well as a ‘think tank’ for the promotion of health and family
welfare programmes in the country and known for its education, training, research, evaluation and consultancy, advisory and other specialized services. Besides its regular educational activities which includes three year PG Degree M.D. in Community Health Administration; 2 year PG Diploma in Health Administration and two PG certificate courses through distance learning, organized 40-50 training courses and workshops. In Library and Information Science area, Institute organized a five days Training Course of IT Application in Libraries and Information Management to enhance the knowledge and skills of LIS professional in using Latest Information Technologies. This training course includes all the burning topics related to Library and Information Science. WHO also recognized this course and sponsor the librarians working in health sector in India.

**PSG Institute of Management, Coimbatore**

This is a very prestigious institute in the area of Management and engaged in providing degree courses in various branches of Management. This Institute also comes forward to build core competencies in LIS professionals in Re-engineering Library and Information Services and in this area it has conducted two days National Seminar on Re-engineering of Library and Information Services.

**Institute of Health Management and Research (IHMR), Jaipur**

IHMR is another premier research and training institute in the sphere of health, hospital and population management. It is only institution in South Asia specializing in these areas. It is WHO Collaborating Centre for District Health Systems and also collaborates with the Johns Hopkins University, USA the New Jersey Institute of Technology, USA and BITS Pilani. The Library and Documentation Centre of the Institute has a well-balanced and unique collection of publications in the concerned area. The Institute organized a National Workshop on Building digital Libraries using Dspace Open software. The Library Professionals get benefited and acquainted with various aspects related to developing digital repositories.

**National Institute of Fashion Technology (NIFT), New Delhi**

NIFT was set up in 1986 under the aegis of the Ministry of Textiles, Government of India. It has emerged as the premier Institute of Design, Management and Technology, developing professionals for taking up leadership positions in fashion business in the emerging global scenario. For LIS professionals, the institute organized three day National Conference on Changing information Landscape: Impact of ICT, and a three day International Conference on Building Knowledge Repository: Cross Sectoral Collaboration.

**JP Institute of Information Technology (JIIT), NOIDA, UP**

JIIT is a deemed university as per Ministry of Human Resource Development, Government of India notification. It is engaged in providing technical expertise in various branches of Information Technology. It organized a two day National Workshop on Building Digital Libraries and International Symposium on Emerging Trends and Technologies in Libraries and Information Services for strengthening skills and knowledge of LIS Professionals.

**Delhi College of Engineering, New Delhi**

Delhi College of Engineering (DCE) is an institution which defines and continues to update methods of engineering and architecture in India. The aim of DCE is to rank among leading universities globally. Consequently DCE’s mission is to educate individuals to be competitive not only in India but abroad also. To update the knowledge of LIS professional in the area of information literacy, it has organized a one day seminar on Sensitization Workshop on Information Literacy.

**Centre for Science and Environment, New Delhi**

Centre for Science and Environment (CSE) is an independent, public interest organization which aims to increase public awareness on science, technology and environmental development. The Centre was started in 1980. In the area of Library and Information Science, CSE organized a four day Training Course on Managing Information Resources in the Digital Age.

**MS Ramaiah Institute of Technology, Bangalore**

M S Ramaiah Institute of Technology has carved out for itself a big name all over the country and is a recognizedg educational institution in India. It abounds in well equipped and sophisticated laboratories well stocked library, qualified, experienced and dedicated staff members. To promote and orient to the librarians in developing digital libraries, it has organized a three day National Workshop on Developing Digital Libraries using Dspace Open software.

**Tata Institute of Social Science (TISS), Mumbai**

TISS is the first school of social work in India. TISS was a pioneering effort of the Sir Dorabji Tata Trust (SDTT). TISS is engaged in a continuous study of Indian social issues and problems and imparts education in social work to meet the emerging need for trained human resource. TISS is organizing four day International Conference on Empowering Knowledge for All: Role of Library and Information Centers.

**Central Drug Research Institute (CDRI), Lucknow**

CDRI is among the thirty eight laboratories that are functioning under the aegis of the council of scientific and industrial research (CSIR) of India headed by the Prime Minister of the nation as its President. CDRI is a multidisciplinary research laboratory consisting of
scientific personnel of various areas of biomedical sciences. In the area of LIS, it has organized two day National Seminar and Convention on Library Legislation and Development.

**National Institute of Science Communication and Information Resources (NISCAIR), New Delhi**

NISCAIR is an apex institution of Council of Scientific and Industrial Research (CSIR) and working in library and documentation discipline. It has been conducting regular course on Associate-ship in Information Science which is equivalent to MLIS. Beside this course, NISCAIR is running other courses to build core competencies in LIS Professionals on the current issues. Few courses are:

- Patent Drafting.
- WINISIS.
- Recent Trends in Library and Information Science.

**Defence Scientific Information & Documentation Centre (DESIDOC), New Delhi**

The role of DESIDOC is to make leadership in knowledge management in Defence Research & Development Organization (DRDO) to be centre of excellence in disseminating Science & Technology Information on cutting edge technology for Defence Research & Development. It has organized following short term courses to build the capacity of LIS professionals in the concerned areas:

- Accessing information and Data commutation;
- Multimedia Application in R&D;
- Total Quality Management in Libraries;
- Multimedia and Digital Library;
- Library Network, Databases and Information Management System Devices;
- E-Publishing Technical Communication;
- Multimedia, Web Designing and Digital library system;
- Multimedia Imaging and Digital library;
- Library Automation and Services;
- Digital Library and Institutional Repository;
- Current Trends in Digital Information Management; and
- Multimedia Technology.

**Training Methodology**

In most of the training programmes, lecture or talk and chalk methods was predominantly used. The reason for using these conventional methods for training was that the professional trainers were themselves taught through the same methods. It was not realized that training of adult learners was different from teaching school children or college students and they required different methods and approach. It is now being increasingly felt that the methods to be effective should motivate the learners to actively participate in the training programmes. The following methods are being used for training:

i. Need-based
ii. Participatory
iii. Practical Exercises
iv. Management tools
v. Case Studies
vi. Group Work and Group Discussion
vii. Presentation
viii. Lectures
ix. Field visit/demonstration
x. Hands on training

**Participant Profile**

The middle level Librarians, Assistant Librarians, Documentation Officers, Information Scientists and the persons handling information services and working in a library or documentation center are the targeted participants.

**Evaluation and Feedback**

As a part of training course to assess the knowledge and skill level of the participants regarding latest information technologies and services before and after the training course, pre and post evaluation is needed to identify the pre-knowledge or entering behavior of the participants before starting any session. We should try to find out what they know, what skills they have and what their attitudes are when they join any training program. This places the training on a firm footing and gives us important information on how the trainees themselves expect to gain. Knowledge about where the trainees are at the beginning of training also helps us to gauge how much they improve during the course. It also compares how far they have moved from their individual starting points, with where they have got to at the end of training. The test contains the same questions as needed on last day of the course. After evaluation and both the test, the level of learning and understanding of the participants come out. The feedback of the course is an energetic capsule for the trainers, which include the comments of the trainees to modify the course contents and minimize the shortcomings.

**Limitations of Training**

As per Proctor and Thornton, there are five major areas of limitation:

i. Training cannot solve problems of faulty organizations, Poor organizational structure in
effect creates blocks to learning and tends to prevent the translation of acquired knowledge and skills in to improved performance and it could serve as a substitute for sound initial selection and careful placement of employees.

ii. Training cannot increase the learning potential of individuals. While training may stimulate further use of the available area capacities, it cannot create new potentials.

iii. Training cannot ensure improved performance or greater efficiency in an unerring manner. Consequent upon training, there must be a transfer of acquired knowledge, skills or improved attitudes into the work situation for improvement to take place. This transfer is not automatic and is controlled by factors outside the scope of the training.

iv. Training cannot overcome the psychological fact that forgetting is easier and quicker than learning. The remedy is repetition. Only continued practice in the use of newly acquired knowledge, skills and attitudes can combat forgetting.

v. Finally, training cannot make anyone learn anything. Training can only provide the means for learning to take place. As a result, if potential learners do not want to learn, then the chances are that they will not learn.

Conclusion
On the basis of trainee’s feedback, the author believes that the training program spread the knowledge amongst the LIS Professionals and multiplies it among the LIS profession and community. The training courses enhance the responsiveness, visibility and effectiveness of LIS professionals according to the new emerging technologies and need of the users. This kind of training provides new skills, stimulates creative ideas and instills employee commitment, which is brought back to the workplace. LIS professionals will more likely show initiative, and be motivated.

References